

## Therapist Recruitment 2020

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## Recruitment and Selection Timetable 2020

<b>Event/Date</b>
2 October 2020 - Ad out LIVE
<b>Closing Date</b>
30 October 2020
Notification of shortlisting
Interviews 11 & 13 November 2020
20 November - Notification of Conditional Offer of Employment
Start Date – Early 2021 subject to satisfactory DBS enhanced check and references

## Job Description & Performance Indicators for the role of Therapist

<b>Location</b>	<p>Community based working inside young people’s homes and local settings. SE London: mainly Southwark &amp; Lewisham. Office based in Lambeth.</p> <p>Residential setting based in Lambeth for possible evening group work and 121 therapy during office hours in the garden cabin.</p>
<b>Salary</b>	<p><b>Full-time sliding scale: £30,000 pro rata (+ travel)</b></p> <p><b>What we offer; external clinical supervision, a wellbeing budget of £25 per month with wellbeing time factored into working hours, opportunities for training and CPD, EAP, cycle to work scheme, pension with Nest</b></p>
<b>Hours</b>	<p>Part Time (16 hours) with a possibility of increase, depending on referrals</p>
<b>Responsible to</b>	<p>Lead Therapist</p>
<p><b>Summary of Role</b></p> <p><i>You will:</i></p> <p><i>Emotionally support young people leaving the care of their local authority to make the transition to independence in both a semi-independent community setting and our 24 hr Residential unit ‘Yvonne House’. You will work as part of an integrated therapeutic team offering staff support sessions and facilitating group spaces, alongside 121 therapeutic work</i></p>	<ol style="list-style-type: none"> <li>1. Provide individual therapy to a caseload of young people who have complex needs. Build a positive and enabling therapeutic alliance in accordance with Young Futures organisational values. Offer a natural rapport, genuine empathy, positive regard and congruence within this alliance. Be open and available to the potential for evening group therapy in our residential unit with up to 9 young women.</li> <li>2. Work within professional and ethical frameworks established by national and professional bodies and be aware of the up-to-date research and evidence relating to working therapeutically with children and young people.</li> <li>3. Work with young parents and their children; complying with child protection procedures whilst maintaining a level of confidentiality with the client. You will find ways to balance this relationship so that the child is included in the work through play.</li> <li>4. Understand and overcome young people’s difficulties in engaging with a therapeutic service. Be flexible, adaptable and creative in your approach to therapy appointments i.e. meeting in their own homes, cafés and parks to encourage relationship building. Be prepared to <i>work towards</i> meeting in an external room.</li> <li>5. Have an awareness and understanding of the impact of Covid-19 and the potential to move all meetings to online platforms; be willing to engage young people remotely via phone, whatsapp, facetime etc. Be sensitive to self-isolation, mask wearing and alert to excellent self-hygiene following government guidelines.</li> </ol>

6. Delivering remote therapy sessions via online platforms, both individual and group work. Have an awareness of the challenges of working therapeutically online.
7. Maintain professional boundaries and work within a movable frame in order to ensure engagement. Within this we are mindful of accessibility, ability and language barriers, aiming to overcome whatever might stand in the way of contracting in future work.
8. Continually assess risks and needs and work closely with Keyworkers and Managers to safety plan and offer the best quality package of support possible. Lone working in the community requires high levels of resilience, intuition and risk management. You will be effective at assessing the risk of working in a young person's home space, working with babies and small children, (often on a Child Protection plan) and navigating the lack of confidentiality in outdoor community spaces. Communication with professional networks is key to maintaining joined up thinking and ensuring a client's safety.
9. Keep accurate, timely and secure records in the form of weekly reflective reports to be shared internally and with social care, crucial for client experience and involvement. You will be responsible for monitoring, recording and reporting on therapeutic work and communicating complex clinical information to a variety of recipients e.g. social care, keyworkers, management, service users and other professionals orally and in writing.
10. Through the lens of clinical governance, we are accountable for continuously improving the quality of our therapeutic services and safeguarding high standards of care for our clients and staff teams. You will manage risk and provide an evidence base through regular surveys and quarterly assessments, which aim to feed into overall service development and outcome measures. You will also regularly undertake varied and relevant CPD. We operate under the 7 principles of GDPR UK, focussing on lawfulness, fairness and transparency. Weekly forms and any creative work are to be securely stored and often returned to clients upon ending. Full use of the encrypted shared drive system is key to safe storage.
11. Liaise with other agencies regarding mental health, medication and community support. Where required, attend external meetings and act as an Ambassador for Young Futures, building positive relationships with all stakeholders.
12. Reflect on your own practice, in emotionally challenging circumstances, using external clinical supervision and line management supervision and develop ideas for future service and personal development.
13. Offer monthly staff support sessions in the form of a reflective space to explore the impact of frontline work.

*Policy and Service Development:  
To provide service-related  
information to senior managers  
and staff to aid day-to-day service  
management and future planning*

*Inclusive Practice:*

14. Facilitate group spaces on a rota basis with other members of the therapy team; these include Group Supervision and Therapeutic Thinking. Attend Peer space once a month to share practice, learning and insights, and the Community Team Meeting twice a month to ensure connectivity and collaboration with the wider team.
15. Ensure that Young Futures policies and procedures are read, understood and adhered to, paying particular attention to professional boundaries, information sharing, confidentiality, lone working and safeguarding.
16. Support young people to express their views, develop positive relationships and contribute to Young Futures services as well as their wider community. Promote Young Futures Newsletter 'Shine' and facilitate contributions. Engage clients in any new projects that arise.
17. Keep up-to-date knowledge around issues affecting the wider team to ensure an integrated and supportive working environment for all. Actively contribute to team meetings, therapy meetings, peer meetings, group supervision, training and other events as requested by the Lead Therapist and Team Manager.
18. Potential to work on a brand-new Transitional Support Project in 2021.
19. Arrive with an understanding of cultural sensitivity, recognising the importance of naming difference and exploring heritage. You will be capable of intercultural communication and calling out unconscious bias.
20. We have a zero tolerance approach to harassment, discrimination and bullying and all employees, clients and professional networks are expected to be treated, and to treat each other, with dignity and respect regardless of age, disability, race, identity, religion, belief or socio-economic background.
21. You will come with an understanding of gender and sexuality, considering social and cultural differences within this work and how this might relate to relationships with staff and clients alike.

## Competencies

		Task/ Responsibility/ Behaviour
1.	Seeing the Bigger Picture	<ul style="list-style-type: none"> <li>a. Ensure best practice around safeguarding, lone-working, health and safety, confidentiality and inclusivity checking principles are complied with and promoted in accordance with Young Futures' values, policies &amp; procedures.</li> <li>b. Keep up to date with appropriate legislation in line with Children and Young People and Safeguarding.</li> <li>c. Promote the importance of personal and professional boundaries and be open to occupying several differing roles within the organisation; therapist, reflective practitioner, facilitator.</li> <li>d. Keep up to date with a broad range of issues relating to the work of Young Futures within the wider community.</li> </ul>
2.	Changing and Improving	<ul style="list-style-type: none"> <li>e. Consistently seek and promote service improvements; approaches to working with young people, procedures, tools, techniques, creative ideas and materials in order to offer young people new perspectives and constantly seek to improve engagement with therapy.</li> <li>f. Enable clients to complete self-reflection forms at the end of every session to ground, alongside a quarterly outcomes questionnaire to measure service effectiveness.</li> </ul>
3.	Making Effective Decisions	<ul style="list-style-type: none"> <li>g. Demonstrate accountability by being honest about mistakes made, ensuring the safety of the client (and any children in their care) are at the forefront of your mind. Contribute to monthly clinical and line management supervision in a meaningful and reflective way.</li> <li>h. Continually make decisions in weekly written reports, which balance information sharing protocol with the need to protect the young person's confidentiality.</li> <li>i. Effectively assess risk, make sound decisions and keep yourself and others safe in a lone working context.</li> <li>j. Use peers to aid reflective practice, to seek clarity, and work through challenges and ethical dilemmas.</li> </ul>
4.	Leading and Communicating	<ul style="list-style-type: none"> <li>a. Keep accurate and up-to-date records of all documentation relating to contact with young people and relevant agencies.</li> <li>b. Communicate complex information in a sensitive manner, being mindful of the differences in experience and approach.</li> <li>c. Explain the project, individual roles and responsibilities and range of support Young Futures will provide or co-ordinate to stakeholders and service users.</li> </ul>

		<p>d. Complete quarterly outcomes questionnaire with all clients, distribute these to all relevant parties in accordance with confidentiality and data protection. Use evaluative methods specific to Young Futures.</p>
5	Collaborating and Partnering	<p>e. Develop strong and positive relationships with young people recognising the little things, being sincere and prioritising a therapeutic alliance.</p> <p>f. Work collaboratively with all staff (including night staff and Residential Keyworkers, relief staff and regular agency staff in Yvonne House) and contribute to team meetings and Therapy meetings, group supervision, peer therapy meetings, conferences, training and other events as requested by the management team.</p> <p>g. Actively seek opportunities to support colleagues to look at cases from a variety of different viewpoints and perspectives. Be involved in case reviews. Be prepared to share information and promote better ways of working.</p> <p>h. Form and maintain excellent relationships with a range of different agencies to improve pathways for young people and a positive reputation for Young Futures and the Therapy Service.</p>
6	Building Capacity for All	<p>i. Lead on a particular area of work which is developmental at a personal level and of significant strategic or operational benefit to Young Futures.</p> <p>j. Be open to taking on any other duties as required by the Lead Therapist or CEO (e.g. evening work, leading on group supervision, fundraising, research).</p>
7.	Achieving positive outcomes	<p>k. Target relevant CPD, recognising gaps in knowledge and being selective in choosing CPD to further enhance learning, practice and approach. Be responsible for personal development and education in line with statutory, mandatory and professional requirements.</p> <p>l. Deliver time-bounded sessions to optimise caseload capacity and give ample time for planning and other administrative duties.</p> <p>m. Investigate and respond to incidents, accidents and complaints.</p> <p>n. Utilise therapeutic integrity to bring about positive change to working practices.</p>
9.	Emotional Well-being	<p>o. Regularly use Clinical Supervision and monthly line management in an open, honest and reflective manner to ensure you are processing the impact of the work.</p> <p>p. Reach out to therapy team colleagues to discuss concerns and reflect on the impact of working with trauma. Use colleagues as a sounding board.</p> <p>q. Be mindful of the challenges of working with traumatised young people and the effect it can have on your own mental and physical wellbeing. Take the necessary steps to ensure you are replenishing yourself in ways that work for you.</p>

**Person Specification for Therapist (Black indicates essential, Red desirable)**

<p><b>Knowledge</b></p>	<ol style="list-style-type: none"> <li>1. Up-to-date knowledge on safeguarding children and young people and London Child Protection Procedures.</li> <li>2. Good understanding of the importance and limits of confidentiality within a therapeutic context.</li> <li>3. <b>Understanding of keyworking and the challenges front line staff face.</b></li> <li>4. <b>Theraplay Qualification and/or experience of working alongside parents and their children.</b></li> <li>5. Trained in at least one of the following approaches: Art’s based Therapies; Psychotherapy, counselling, CBT.</li> </ol>
<p><b>Qualification &amp; Experience</b></p>	<ol style="list-style-type: none"> <li>6. Relevant recognised qualification at a Master’s or Post-Graduate level, in the field of Arts Therapies, Psychotherapy or Counselling, or extensive experience with an advanced diploma.</li> <li>7. A current accredited or registered member of a professional body i.e. HCPC, BADth, BACP, UKCP, BPS (registration number required).</li> <li>8. <b>Experience, whether voluntary or paid, in a role delivering therapeutic support services to young people (eg leaving care / NEET / with SEN / Young Offenders).</b></li> <li>9. Proven track record of engaging with hard to reach young people.</li> <li>10. Experience of assessing, planning and reporting on person-centred therapeutic interventions.</li> <li>11. <b>Evidence of a commitment to continued personal and professional development.</b></li> <li>12. <b>Use of IT</b> - able to use basic desktop functions (MS Office, Excel, PowerPoint) and appropriate related technology, eg Whatsapp.</li> <li>13. Experience of delivering therapeutic sessions via online platforms.</li> </ol>
<p><b>Personal Attributes</b></p>	<ol style="list-style-type: none"> <li>14. Flexible, approachable, resilient, able to manage and take care of your own needs. Intuitive, a team player, creative and able to think on your feet. Works with integrity, warm and thoughtful.</li> </ol>
<p><b>Valuing Diversity</b></p>	<ol style="list-style-type: none"> <li>15. Value people, their diversity and contributions – treat everyone fairly with respect and dignity and respond sensitively to differences; being approachable and actively co-operating with others; encouraging participation.</li> </ol>
<p><b>Other</b></p>	<ol style="list-style-type: none"> <li>16. <b>A satisfactory attendance record (normally less than 5 days absent in a year) but taking into account individual circumstances.</b></li> <li>17. Ability to work flexibly to meet business needs.</li> <li>18. An enhanced level DBS check.</li> </ol>